



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

DATE: January 11, 2018

TO: Workforce Development Council

FROM: BJ Swanson, Chair, Workforce Development Training Fund Committee

SUBJECT: Request to modify Workforce Development Training Fund employer provided benefits and wage criteria

ACTION: Approve or reject modification request

On October 23, 2017, Amy's Kitchen requested that the Idaho Department of Labor consider any of the following adjustments to the current Workforce Development Training Fund program for implementation during its current contract:

1. Consider the value of medical (or other) benefits in meeting the wage threshold. For example, the value of Amy's medical benefits is \$3.23 per employee per hour.
2. Consider the average wage of all hourly trainees on an annual basis in meeting the wage threshold.
3. Lower the program's wage threshold to \$11/hour, while requiring the company's average wage to be above the county's average wage. This would capture more entry-level positions, allowing these employees to share in the benefits of career-opportunity training.

Committee Recommendation:

The Department of Labor forwarded this request to the Workforce Development Training Fund Committee, which recommends the Workforce Development Council make no changes to the Workforce Development Training Fund's program employer criteria. Since 2006, when the Workforce Development Council approved the \$12/hour minimum and employer assisted benefits, a total of 177 employer grants and 4 industry sector grants have met or exceeded the minimum threshold upon completion. The hourly wage rate with benefits employer criteria is working successfully for the 24 employer grants and 5 industry sector grants currently in place. Amy's request would unbalance the system, be unfair to the other companies who have successfully utilized the grants, and reduce the return on investment to the State of Idaho.

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